

DME Recovery Roadmap

Under Mayor Bowser's leadership, the Office of the Deputy Mayor for Education (DME) has developed a Roadmap for our on-going recovery from the ravages of the pandemic on our public education and workforce systems. Even as we continue to confront the consequences of this public health emergency head-on, we are building our recovery infrastructure and delivering new, vital services to our students and residents to help ensure no lasting harm. We are also working hard to ensure we sustain what we have learned since March 2020, and also take full advantage of whatever opportunities the pandemic has brought to reimagine and strengthen our systems.

Importantly, the DME Recovery Roadmap is a complement to all of the extraordinary work happening within DC Public Schools (DCPS) and our public charter schools, at the University of the District of Columbia and other institutes of higher education, and across our workforce training landscape. The Roadmap does not capture all efforts across these systems, but should be read as the set of supportive actions and investments that the District is providing with local and federal recovery dollars.

We have organized the DME Recovery Roadmap into three major goals, each of which will be achieved through a set of targeted strategies. Each strategy is then supported by specific actions.

1. Stabilize and Strengthen Early Childhood Education
2. Accelerate K12 Learning
3. Drive Inclusive Jobs Recovery for Residents

As in all matters, the DME welcomes and encourages feedback on the Roadmap. Please provide your thoughts and ideas by emailing us at dme@dc.gov.

I. Stabilize and Strengthen Early Childhood Education



The District’s Early Childhood Education (ECE) sector will return to full strength, ensuring vital early development opportunities for our youngest learners. Our robust ECE recovery plan expands access to affordable child care by sustaining existing centers and adding new high-quality seats across the city to meet growing demand. We also prioritize early childhood educators, providing new supports for advanced credentialing and retention.

1

Stabilize the sector

2

Increase supply in shortage areas

3

Improve quality

Stabilize and Strengthen Early Childhood Education

1

Stabilize the sector

- **Provide “DC Child Care Stabilization Grant”** – Give new financial supports so child care centers can cover the higher costs of providing care to our infants and children during the pandemic.
- **Increase subsidies** – Increase subsidy payments to child care centers to ensure sufficient payment support for eligible families.
- **Provide gap-filling “Back to Work” grants** – Provide child care centers with funding to maintain open seats so care is available as people return to in-person work.

2

Increase supply in shortage areas

- **Provide “Access-to-Quality” grants** – Add 1,000 new high-quality seats across DC, focusing on neighborhoods where we do not have enough supply to meet family demand.

3

Improve quality

- **Create credentialing scholarship fund** – Give scholarship support to child care workers to earn secondary degrees to pursue careers in Early Childhood Education.
- **Pay recognition and retention bonuses** – Provide incentive bonuses for educators who stay in their roles for one year or earn a relevant Early Childhood Education credential.

II. Accelerate K12 Learning



Recovery for our K12 public schools focuses on learning acceleration to ensure all students are back on track despite the pandemic. This means more time for learning, in traditional and new places, as well as individualized tutoring. This means, too, reimagining our secondary pathways toward college and career based on all that we have learned. We are also investing in youth safety and mental health support so children and youth are ready to learn. And we are supporting the adults in our children's lives – their teachers and families – who have shouldered so much during the pandemic and, now, in recovery.

1 Fully re-open schools

2 Re-engage students, ensure attendance

3 Keep youth safe

4 Address student mental health needs

5 Extend learning opportunities

6 Implement high-impact tutoring

7 Reimagine secondary pathways to post-secondary opportunities

8 Support educators

9 Care for families

10 Continuously improve public schools

Accelerate K12 Learning

1

Fully re-open schools

- **Promote youth vaccinations** – Increase youth vaccination rates through citywide campaigns, school-based clinics, incentives, and family communications.
- **Boost educator and staff vaccination rates** – Enhance school safety for all by ensuring a high rate of vaccination for educators and staff through incentives, mandates, and access to vaccine clinics and information.
- **Conduct broad asymptomatic testing** – Provide weekly testing in all DCPS and participating public charter schools through direct service or grants, and distribute rapid tests to all public schools to facilitate Test to Return programming.
- **Ensure comprehensive layered mitigation** – Establish layered mitigation guidance, protocols, and supports for social distancing, mask-wearing, and central contact-tracing.
- **Provide public schools facilities grants** – Provide supplemental funding to help schools with necessary costs to safely reopen school buildings for in-person learning, including the use of outdoor space.

2

Re-engage students, ensure attendance

- **Run a “Back to In-Person School” campaign** – Build family confidence and excitement for a return to school in person and provide comprehensive information on school health and safety through school-based videos, events, media, and direct outreach.
- **Provide direct support to families who are hesitant to return to school** – Expand family support services at the Child Family Services Agency (CFSA) to ensure tailored, non-punitive responses for families expressing hesitancy to return.
- **Strengthen attendance-focused Student Support Teams (SSTs) in all schools** – Offer enhanced monitoring, training and assistance for SSTs as they work to improve student attendance.
- **Expand “Every Day Counts!” family communication tools** – Equip families with information they need about their children’s attendance through the adoption of evidence-based, direct-messaging technologies.

3

Keep youth safe

- **Launch “Safe Passage Safe Blocks”** – In partnership with communities, place more than 200 trusted adults along school routes to increase youth safety and promote conflict resolution in schools.
- **Offer new school transportation options to students in Wards 7 and 8** – Operate new “DC SchoolConnect” pilot program to provide dedicated shuttle service to students at 25 DCPS and public charter schools in Safe Passage areas.
- **Expand Department of Parks and Recreation “Afternoon Access” program** – Provide more afterschool opportunities at DC recreation centers and give young people quality recreational experiences.
- **Expand Out-of-School-Time programming through a “safety supplement”** – Invest an additional ~\$2M annually over the next three years to increase the number of community and school-based afterschool and summer offerings in the city.
- **Implement an Out-of-School-Time “Youth Scholarship Fund”** – Provide scholarships for out-of-school time programming where financial access may be a barrier. Scholarships can cover enrollment in OST experiences and camps, as well as other needs such as travel, materials, and assistive technology.
- **Review sports offerings in DC** – Give residents access to strong sports options across the city through a comprehensive study of current and needed programs and facilities.

4

Address student mental health needs

- **Expand school-based mental health services** – Ensure every DCPS and public charter school has a full-time, school-based licensed Department of Behavioral Health clinician.
- **Strengthen school-based mental health services** – Provide additional professional development and training to school mental health teams, based on new needs arising from the pandemic.
- **Provide mobile support for students in crisis** – Support the Department of Behavioral Health’s Children and Adolescent Mobile Psychiatric Service (ChAMPS) to give immediate on-site help to children facing a behavioral or mental health crisis, whether in the home, school, or community.

5

Extend learning opportunities

- **Offer “Earn and Learn” through the Marion Barry Summer Youth Employment Program (MBSYEP)** – Offer a unique MBSYEP model that provides more than 4,000 students with academic interventions and work-based learning at a school host site.
- **Operate DPR summer “Boost Camps”** – Expand the traditional summer camp offerings to include a multi-week camp experience that pairs recreation with school-based academic acceleration.
- **Promote developing readers through the DC Public Library** – Develop and distribute specialized library resources and services for younger children to support the transition into kindergarten.
- **Expand the DC Public Library’s “Summer Challenge”** – Offer events, programs, and resources to boost all children’s reading skills during the summer.

6

Implement high-impact tutoring

- **Increase the supply of tutors and tutoring** – Offer grants to successful community-based organizations to expand proven tutoring models to more students at more schools.
- **Offer tutoring at non-school locations** – Provide grants to incorporate high-impact tutoring into existing programming at District Government facilities, such as libraries and recreation centers.
- **Strengthen tutoring at highest-need schools** – Work closely with highest-need schools to provide quality tutoring packages and wrap-around acceleration services.
- **Support the tutoring ecosystem** – Ensure the system can effectively support high-impact tutoring for tens of thousands of students by building a strong infrastructure for coordination, tutor recruitment, tutor training, public outreach, technical support to schools, and program evaluation.

7

Reimagine secondary pathways to post-secondary opportunities

- **Implement the “College Rising” program** – Help students build academic skills and confidence in their ability to succeed in college through expanded dual-enrollment, additional college exposure, tailored support, and mentorship.
- **Launch the Advanced Technical Center** – Launch the District’s first citywide hub for Career and Technical Education programming and innovation where students from all high schools can take courses and receive training in high-demand industries like nursing and cybersecurity. Embed new partnerships with employers and higher education.
- **Broaden and deepen school-year internships** – Provide hundreds of new and engaging internships for high-schoolers that are paid, more intensive, aligned with students’ Career and Technical Education interests, and count for school credit.
- **Strengthen career learning opportunities for high school youth** – Increase the opportunities students have to engage with career and technical education through work-based learning experiences, including field trips, Career and Technical Student Organization activities, and career fairs.
- **Create middle school Career and Technical Education opportunities** – Build early understanding and engagement among middle school students with introductory career exploration courses in high-wage, high-demand fields.

8

Support educators

- **Provide virtual coaching for teachers** – Leverage the power of virtual learning to expand instructional coaching for educators and give them access to a six-week personalized professional development course.
- **Focus on educator wellness** – Extend mental health and grief counseling to school-based staff by providing educators with access to the Department-of-Behavioral-Health-run hotline, one-on-one counseling, and support groups.
- **Implement “Grow Your Own Teacher Pipeline”** – Support a high school to teaching pathway and a paraprofessional to educator pathway to encourage and recruit more District students and residents to become District teachers.

9

Care for families

- **Promote family wellness** – Offer Wellness Wednesday workshops, operate a family access line, and provide on-demand counseling to parents and caregivers experiencing hardship.

10

Continuously improve public schools

- **Coordinate citywide public-school planning** – Regularly update and expand the DME’s school landscape information tools, EdScape and Edsights, as well as conduct a needs analysis of schools across sectors to understand demand and gaps and provide recommendations on how to address them.
- **Closely track learning loss data** – Collect and evaluate data related to learning loss to inform teaching, learning and intervention needs for our students.
- **Provide “Students in the Care of DC” with high quality educational enrichment and workforce development programming** – Offer multi-year grant funding in partnership with the Office for Students in the Care of D.C. for after school programming for students under the custody of the Department of Corrections, to support and empower students.

III. Drive Inclusive Jobs Recovery for Residents



Our inclusive jobs recovery work focuses on residents hardest hit and most in need. We are making immediate and urgent connections between job seekers and employers who are hiring. At the same time, we are supporting employers to create and lead training partnerships, so residents get the most relevant skills and preferential hiring. Residents also learn through dramatically expanded opportunities to learn on the job through internships, apprenticeships and job-embedded training. Looking forward, our workforce recovery also promotes a surge in high-impact credentialing, as residents in and out of work upskill for the future.

1

Strengthen job-seeker-employer connections

2

Drive surge in high-impact credentialing

3

Expand paid opportunities to learn at work

4

Foster training driven and owned by employers

Drive Inclusive Jobs Recovery for Residents

1 Strengthen employer-job-seeker connections

- **Career coaches** – Provide residents hardest hit by the pandemic with a dedicated professional to offer career guidance and connections with education, training, and employment opportunities in high-demand industries.
- **Host and promote on-going hiring events** – Partner with community organizations and District agencies to host hiring events, including wrap-around preparation supports for job seekers.

2 Drive surge in high-impact credentialing

- **Launch the “DC Futures” program** – Provide residents with tuition, coaching, and financial supports to earn degrees in high-demand fields at select DC universities.
- **Promote IT workforce programming** – Expand IT training opportunities for District residents, in partnership with the University of the District of Columbia, to ensure District residents are prepared for high-demand jobs in IT.
- **Promote nursing workforce programming** – Expand nursing training opportunities for District residents, in partnership with the University of the District of Columbia, to ensure District residents are prepared for high-demand jobs in health care.
- **Offer University of the District of Columbia tuition assistance and enrollment incentives** – Offer funding for low- to moderate-income DC residents to earn Associate’s and Bachelor’s degrees. Provide path to earn college credit for previous work experience and workforce-related courses to shorten the time to earn a college degree.

3 Expand paid opportunities to learn at work

- **Expand “Project Empowerment”** – Provide intensive job readiness training plus 6-12 months of subsidized employment for residents with barriers to employment.
- **Promote apprenticeships and youth apprenticeships** – Expand private employer and DC government apprenticeships and pre-apprenticeships so that residents have opportunities to earn income while building workforce skills in high-demand occupations.
- **Promote on-the-job training** – Provide wage support for employers hiring residents into new roles in order to benefit both residents and employers.

4 Foster training driven and owned by employers

- **Expand the DC Infrastructure Academy** – Partner with employers like Washington Gas, Pepco, and Solar Works to provide training in high-demand careers including construction, IT, and transportation.
- **Promote employer-led training** – Provide grants to employers who either by themselves or in partnership with proven training partners develop innovative training programs to meet their talent needs and benefit residents.